

I. Non-Discrimination Laws**

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	AVAILABLE
Employment			
Housing			
Public Accommodations			
SCORE	28 out of 30		
FLEX Single-Occupancy All-Gender Facilities			
FLEX Protects Youth from Conversion Therapy			

II. Municipality as Employer

By offering equivalent benefits and protections to LGBTQ+ employees, awarding contracts to fair-minded businesses, and taking steps to ensure an inclusive workplace, municipalities commit themselves to treating LGBTQ+ employees equally.

	COUNTY	AVAILABLE
Non-Discrimination in City Employment		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
Inclusive Workplace		
SCORE	20 out of 28	
FLEX City Employee Domestic Partner Benefits		

III. Municipal Services

This section assesses the efforts of the city to ensure LGBTQ+ residents are included in city services and programs.

	COUNTY	AVAILABLE
Human Rights Commission		
NDO Enforcement by Human Rights Commission		
LGBTQ+ Liaison to City Executive's Office		
SCORE	5 out of 12	
FLEX Youth Bullying Prevention Policy for City Services		
FLEX City Provides Services to LGBTQ+ Youth		
FLEX City Provides Services to LGBTQ+ People Experiencing Homelessness		
FLEX City Provides Services to LGBTQ+ Older Adults		
FLEX City Provides Services to People Living with HIV or AIDS		
FLEX City Provides Services to the Transgender Community		

IV. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBTQ+ community in a thoughtful and respectful way.

	COUNTY	AVAILABLE
LGBTQ+ Liaison/Task Force in Police Department		
Reported 2020 Hate Crimes Statistics to the FBI		
SCORE	10 out of 22	

V. Leadership on LGBTQ+ Equality

This category measures the city leadership's commitment to fully include the LGBTQ+ community and to advocate for full equality.

	COUNTY	AVAILABLE
Leadership's Public Position on LGBTQ+ Equality		
Leadership's Pro-Equality Legislative or Policy-Efforts		
SCORE	7 out of 8	
FLEX Openly LGBTQ+ Elected or Appointed Leaders		
FLEX City Tests Limits of Restrictive State Law		

TOTAL SCORE 70 + TOTAL FLEX SCORE 4 = Final Score 74
CANNOT EXCEED 100

** On June 15, 2020, the U.S. Supreme Court ruled in *Bostock v. Clayton County, Georgia* that sexual orientation and gender identity discrimination are prohibited under federal sex-based employment protections. Nevertheless, it is imperative that localities continue enacting explicitly LGBTQ+-inclusive comprehensive non-discrimination laws since it will likely take additional litigation for *Bostock* to be fully applied to all sex-based protections under existing federal civil rights law. Moreover, federal law currently lacks sex-based protections in numerous key areas of life, including public spaces and services. Lastly, there are many invaluable benefits to localizing inclusive protections even when they exist on higher levels of government. **For these reasons, the MEI will continue to only award credit in Part I for state, county, or municipal non-discrimination laws that expressly include sexual orientation and gender identity.**

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY FLEX PTS for criteria not accessible to all cities at this time.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE VISIT [HRC.ORG/MEI](https://hrc.org/mei). All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email mei@hrc.org.